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The School of
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M. Godin's iron foundry at Guise is one of the most striking examples of the practical application of Co-partnership in the world. . . . . The figures . . . . tell their own eloquent tale, and will repay the most careful attention.

From the Introduction by the Rt. Hon. Thomas Burt, M.P.

The Labour Co-partnership Association,

6, BLOOMSBURY SQUARE, LONDON, W.C.

Is an Educational, Advisory, and Propagandist Body.

THE object of the Association is to bring about an Organisation of Industry based on the principle of Labour Co-partnership—that is to say, a system in which all those engaged shall share in the profit, capital, control, and responsibility. With this view it seeks (1) in the co-operative movement to aid by its propaganda and advice all forms of production based on the above principle. (2) In other businesses to induce employers and employed to adopt schemes of profit-sharing and investment tending in the same direction.

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HENRY VIVIAN, *Secretary.*

TWENTY-EIGHT YEARS OF CO-PARTNERSHIP AT GUISE

JEAN-BAPTISTE ANDRÉ GODIN.

Twenty-eight Years
of
Co-partnership at Guise

BEING THE SECOND EDITION OF
"TWENTY YEARS OF CO-PARTNERSHIP AT GUISE."

TRANSLATED FROM THE FRENCH OF
MADAME DALLET, M. FABRE, AND
M. AND MADAME PRUDHOMMEAUX
BY
ANEURIN WILLIAMS.

WITH AN INTRODUCTION BY
THE RIGHT HON. THOMAS BURT, M.P.

LABOUR CO-PARTNERSHIP ASSOCIATION,
6, BLOOMSBURY SQUARE, LONDON, W.C.
AND GARDEN CITY PRESS LTD., LETCHWORTH, HERTS.

1908.

Apr.26.1913
SCHOOL OF
LANDSCAPE ARCHITECTURE
HARVARD UNIVERSITY
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CONTENTS

PAGE

PREFACE TO THE SECOND EDITION - vii

INTRODUCTION - - - - - - - ix
By The Right Hon. Thomas Burt, M.P.

CHAPTER I—
Godin : His Life and Aims - - - - 1

CHAPTER II—
A General View of the Familistère - - 11

CHAPTER III—
The United Dwelling - - - - 16

CHAPTER IV—
Some Advantages Connected with the United Dwelling - - - - - - - 31
(1) The Co-operative Store - - - 31
(2) The Schools - - - - - 35
(3) Baths and Wash-houses - - - 53
(4) Gardens and Parks - - - - 55

CHAPTER V—
The Works - - - - - - - 60

CHAPTER VI—
Terms of the Partnership of Capital and Labour - - - - - - - 67

CHAPTER VII—
The Insurance Funds - - - - - 77

CHAPTER VIII—
The Branch Establishment in Belgium - - 83

CONCLUSION - - - - - - - 85

APPENDIX—
Notice to Persons Desiring to Visit the Familistère at Guise - - - - - 89

PREFACE TO THE SECOND EDITION.

THE first edition of this little translation, under its original name, "Twenty Years of Co-partnership at Guise," being exhausted, and there being still a demand for it, I have resolved to issue a new edition, embodying the most recent figures, and modifying the title accordingly. The eight years which have elapsed have seen some changes at the Familistère, but none that have impaired its principle: they have not all been years of prosperity, but on the average they have, and in particular the two ending June last year have been the most prosperous the Society has known.

I am again greatly indebted to Madame Dallet, M. Fabre, and M. and Madame Prudhommeaux, the authors of the original,* for the free loan of blocks to illustrate my translation. I have also to thank them, and particularly Madame Prudhommeaux, for the figures of the last eight years. On this occasion I am happily permitted to do so by name, and no longer under their initials only. I have also to thank the Editor of the *Agricultural Economist* for the kind loan of the portrait of Madame Godin at the end of Chapter I.

ANEURIN WILLIAMS.

August, 1908.

* "Le Familistère Illustré, Resultats de vingt ans d'association, 1880-1900," by D.F.P. (Paris: Guillaumin et Cie.)

INTRODUCTION

TO THE FIRST EDITION

BY THE RIGHT HON. THOMAS BURT, M.P.

THE Committee of the Labour Co-partnership Association have wisely decided to publish in a handy and more permanent form the following pages. Gladly do I respond to their request to write a few words by way of preface. I would bespeak for the booklet the careful attention of co-operators, of trade unionists, of liberal-minded employers, of all persons who desire to see the inauguration of a juster, less wasteful industrial system than that which now exists.

From Plato to John Ruskin men of genius have had visions of a happier society in which the human family shall live together as brethren rather than as enemies. They have told us how this may be done; they have taught us sound principles and have inspired us with lofty ideals—for which humanity is the richer. Other gifted men, like Robert Owen and M. Godin, combining high ideals with great business faculty, have shown us, by practical example, how improvement may be accomplished.

Given the raw material, the requisites of production are labour, capital, ability—ability being the wise direction of labour and capital. The central idea of co-partnership is that capital and labour and ability should cordially work together, should each be duly recognised, and fairly rewarded.

Mr. Holyoake, to whom we owe so much, suggests that the proper relation between labour and capital is that labour should be the holder and hirer of capital,

rather than its servant, or slave. Distributive co-operation has made us familiar with that view. When it pays capital its five per cent. interest, the debt to capital has been discharged. Co-operation, despite its splendid record, has not always so fully recognised its corresponding duty to ability and to labour.

The Co-partnership Association has been ever true to this more complete idea of co-operation, and its principles are making steady headway throughout the country.

M. Godin's iron foundry at Guise is one of the most striking examples of the practical application of co-partnership in the world. Started in 1879 it has passed far beyond the experimental stage. By whatever standard it is tested its career has been eminently successful. The figures herein cited tell their own eloquent tale, and will repay the most careful attention. Not the least interesting feature is the way in which the profits have been apportioned. It will be seen that for the twenty years ending in 1899 seventy-five per cent. of the profits have gone to wages and to interest on capital. While sixteen thousand pounds have been paid as interest, no less a sum than one hundred and eighty thousand pounds have been added to wages.

In this direction, surely, we have the most hopeful prospect of the solution of the labour problem. Not in limiting production, not in erecting barriers of hostile tariffs between nation and nation, but in the harmonious and effective production of wealth, and in its equitable distribution, the social improvement of the workers and of the community generally must be found.

"So distribution should undo excess
And each man have enough."

TWENTY-EIGHT YEARS

OF

CO-PARTNERSHIP AT GUISE

CHAPTER I.

GODIN: HIS LIFE AND AIMS.

THE little town of Guise, whose name recalls some of the saddest memories in French history, contains three chief monuments well fitted to stir a thoughtful mind; the fortress, a relic of the past of hatred and oppression; the statue of Camille Desmoulins, one of the promoters of the French Revolution; and the Familistère, that great Workmen's Association, in which its founder, Godin, brought together various institutions — mutual insurance, education, united dwellings, and others— intended to furnish the worker, who is a member of the Association, with the equivalents of riches—not money, but the best that money commands. The equivalents of riches for the workman! The phrase is a striking one, and its embodiment, if successful, of first-class interest. The very word *Familistère* excites our curiosity. It calls up the memory of

Fourier's Phalansteries, and reminds us that its originator belonged to the school of Fourier; and it suggests to us that its founder had ideas of social reformation, as we shall hereafter see he in fact had.

The Familistère of Guise is not then simply a good work of an eminent philanthropist, as it has been called, nor again, the charitable fancy of a millionaire bent on using his fortune nobly. It is the application of a plan slowly elaborated, and springing from a series of projects and attempts which occupied the social innovators of the old world and the new, during the first half of the 19th century.

Before making fuller acquaintance with the Familistère, it will be useful to seek the explanation of its origin and aim in the life of its founder. No life was ever fuller of work well done than that of Jean Baptiste André Godin; and if persistence in labour, the rarest intellectual gifts, a goodness of heart at once enlightened and practical, are titles to admiration, no one has deserved better than Godin the gratitude of his fellow men.

"That which makes a fine life," says Vauvenargues, "is a great thought of youth realised in maturer years." If so, that of the founder of the Familistère was pre-eminently fine. It was, indeed, marvellously consistent, the life of this untiring worker, who set himself, with all his power, to realise the ideal he had conceived while still young—the restoration of Labour to its rightful honour, and the emancipation of the workers.

Godin was born on January 26th, 1817, at Esquehéries, in the department of Aisne, in the North-East of France, in the home of a simple village smith. At eleven years old he left the humble school of his

ıtive parish to work at his father's forge. At that me he was so puny that he had to stand on a stool) reach the vice. In 1834, being then seventeen, he ommenced his "tour of France," according to the custom of the times. With him went his cousin, Jacques Moret, a smith like himself, but a few years older. That was a time when social ideals—hatched in the brains of a few thinkers—began to spread among the common people. Simultaneously the progress and development of machinery entailed upon the worker spells of enforced idleness, and sufferings in cruel contrast with the splendour of Socialistic hopes. To the young traveller, exposed like the rest to the uncertainty of the morrow, this was a subject of melancholy reflections. In a chapter of his work, "Social Solutions," Godin, speaking of his youth, recalls the feelings which then agitated him. "For me," he says, "day by day, returned the hard labour of an occupation which kept me in the workshop from five in the morning till eight at night. I saw in all its nakedness the destitution of the workman, and his needs; and it was in the dejection this brought upon me that, in spite of my small confidence in my own ability, I said to myself: 'If ever I lift myself above the condition of the workman, I will seek means to render his life happier, and to lift labour from its degradation.'" We may guess then how the communistic theories, and the ideas of Saint Simon, must have vibrated in that burning soul already turned towards such grave problems.

In 1837 Godin returned home to Esquehéries. The making of heating apparatus, which was only a secondary matter in his father's business, seemed to him destined to be considerably developed, and, after

some hesitation, the young man resolved to seek in that direction the business success which seemed to him the necessary condition of his projects of social improvement. At twenty-three Godin started the new manufacture, and set up on his own account, so as not to involve his parents in responsibility for his affairs. The same year he married his first wife, and received £160 from his father. With this small capital he began business. One day, when he was expounding his projects to one of his neighbours, a man of shrewd judgment, the latter remarked, "You will soon have competitors, and it may be very powerful ones. How will you keep the lead in your trade?" Godin replied, "By doing better than they." All his career was to justify this saying. In this very year of starting business (1840), he took out a patent for a stove, of which he was the inventor. For sheet-iron he substituted cast, which lent itself better to the variety of apparatus which he desired to originate. In 1846 he removed his factory to Guise, a position more favourable for the receipt of raw materials and the despatch of his products. Some thirty workmen followed him. But scarcely was he established at Guise when an imitator came and set up almost opposite his works, to fight him for the trade created by him, and already protected by three patents. This was the beginning of the fight which he had to keep up throughout his business life, often against formidable competitors. If you ask how he managed to overcome such serious difficulties, it was by incessantly creating new models, anticipating the wants of the consumer, calling them out, one may say, by the originality and convenience of his appliances. There lay the secret of his success.

Meanwhile, Godin, in whom the manufacturer never smothered the citizen, had not ceased to interest himself in the march of ideas, his powerful and active mind enabling him to keep up with the double work. He had successively studied the theories of Saint Simon, Owen, and Cabet, without any of them completely satisfying him. Later in life, reviewing the social ideas of this period, he wrote concerning Communism:—"The idea of Communism arises from resentment against the abuse of enjoyments, while others lack necessaries. It is the protest of labour, angered by the unjust distribution of the fruits of production. But the hatred of evil is not always the knowledge of good—there lies the defect of Communism."* His judgment on the system of Saint Simon he gives as follows:—"The school of St. Simon was the transition from political to social ideas. Ardent in aspirations, it helped to teach that every political movement stopping short at mere changes of dynasties or persons is but barren."

In 1842 his attention was, for the first time, attracted to the teaching of Fourier. He got that master's principal work, the "Theory of Universal Unity," and he found there a wide-reaching plan of social regeneration founded on the association, or partnership, of capital, labour, and ability. It was a revelation to him; he had found the compass of his life. Then followed the events of 1848, that year of revolution, which so deeply troubled the economic conditions of the country, and Godin's business almost foundered in the storm. But the fighter in him made head against it, and while other factories went to

* Solutions Sociales, page 50.

ruin, he was able all through the crisis to find work for the men he had attached to his fortune.

The insurrection of June, 1848, and the establishment of the Empire, brought hard persecutions upon even the peaceful partisans of social reforms. Twice Godin had to submit to having his house searched by the authorities. The new ideas, forbidden in France, spread in other lands, and resulted in the United States in the Texas experiment, started by Victor Considérant, one of the best-known apostles of Fourier's Phalansteries. Godin followed this experiment, which his practical mind had so long and so earnestly desired, with the warmest interest; better than that, he risked in it about £4,000, the third part of his fortune.

The Texas enterprise completely failed, but the failure of one association did not shake Godin's conviction of the necessity of social reform, nor his faith in the future of the principle of association. Learning, however, from this check, its lesson, he now firmly determined himself to carry out all the improvements, which he might find compatible with the state of things, and the stage of mental development, in the surroundings in which fate had placed him. The Familistère, a co-operative association of labour, capital, and ability, arose from this resolution, which he carried out from the year 1856 onwards with that skill in overcoming material difficulties, and that persevering energy, without which the conceptions of the most brilliant genius remain barren. The principles which animated Godin in the new task he was about to undertake may be reduced to one: he wished to encourage, exalt, glorify labour. It is labour which makes the superiority of man over the brute; it is

labour which creates and multiplies wealth; it is to labour that the greater part of that wealth should rightfully return. Labour must be so encouraged that man is brought to develop completely his activity for his own good and for that of his fellows. But labour will never regain the place to which it is entitled, unless we create, in all those who co-operate in one task, a willingness to entrust the authority of manager to solid ability; and unless each receives in honour and in wealth, the exact equivalent of his contribution to the common task.

It is true that the free acceptance of such a law supposes in the worker a high degree of mental and moral culture, and that such culture supposes a material position superior to that of the workmen of to-day. Thus the problem is finally reduced to the following: How to improve the life of the worker, and thereby increase his value as a worker and as a citizen. According to Godin, this end must be reached by improved housing and a better organisation of all those services of production, trade, supply, education, and recreation, which make up the life of the modern worker.

This idea took form between 1856 to 1859; and in April, 1859, it resulted in the founding of the left wing of the Familistère. In 1861 the first building was roofed in and occupied. In 1862, the "central court" was commenced, and three years afterwards it also was occupied. The factory, increasingly prosperous, supplied its originator with the means to develop his benevolent plans. The little workman, who some years before was tramping the main roads of France and dreaming of human emancipation, had become one of the chief manufacturers of his country.

Godin could not fail to be interested in political questions. An opponent of the Empire, he was returned to the County Council of the Aisne by the Republican party, in June, 1870. Later, the services he had rendered to the district, his heroic conduct during the German occupation, as Chairman of the Town Council of Guise, and his high qualities, both in action and as a thinker, commended him to the choice of the electors, who, in February, 1871, sent him as Deputy to the National Assembly. For five years he observed Parliamentary life from the inside, and in his book, "Government," he has pointed out its defects, and the means to remedy them.

But his life-work was at Guise. So in 1876 he did not offer himself for re-election. Next year he built the right wing of the Familistère, and three years later opened it.* And now at last, after twenty years of experiment, he formulated, in a legal document, worked out with minute care, the Association of the Familistère, which had long existed in fact. On August 13th, 1880, this supremely important document was signed.

The last years of Godin's life were not the least busy. From 1880 till his death in 1888, he divided his time between three tasks equally dear to him, the direction of the factory and the Familistère—in which he lived to the end—the editing of a review called *Devoir* [Duty] founded by him in 1878, and devoted to social questions; and lastly, the writing and publishing of fresh books, "Government," "The Republic of Labour," and others, which bear witness that not one of the great questions of the time escaped

* Subsequently, in 1882 and 1883, the dwellings were increased by the addition of two separate courts.

his powerful mind. There was one of those questions which especially occupied him. The establishment of law between the nations seemed to him one of the necessary conditions of human progress. Therefore, not content with working for international peace through his books and through the review he published, he founded at Guise, among his employees, a Peace and Arbitration Society, whose history is intimately connected with all the great protests in favour of peace made during these last twenty years.

Godin, having been left a widower, married in 1886 Mlle. Marie Moret, eldest daughter of Jacques Moret, with whom, as we have seen, he had made his "tour of France." His second wife was thus his cousin, and they had been closely connected since 1856, she having been, as the invitation to their marriage said, "his secretary and fellow-worker in all that concerned the Familistère, and in his social propaganda."

Godin died on January 15th, 1888, in full possession of his great faculties. By will he left all that part of his fortune which the French law gave him power to dispose of—that is to say the half, to the Society of the Familistère, and entrusted to his wife the care of his literary works and his manuscripts. His widow remained managing director of the society until her husband's estate had been settled up, and since then she has devoted herself to the publication, in the *Devoir* of the materials which will hereafter make it possible to write a history of Godin's ideas and of his great work.

* * * *

While the second edition of this translation is going through the press, comes the sad news that Madame Godin died on April 14th, 1908, aged 67

years. It is fitting therefore to add here a few words as to her share in the development of the Familistère. "Her great modesty," one of the authors of this book writes to me, "did not allow us to show as we should have wished in the *Familistère Illustré* (written almost under her eyes), the great part which she took in her

THE LATE MME. GODIN.

husband's work. Without any exaggeration one may say that from the time she was twenty-one till her death, she only lived for the Familistère and its founder." More particularly in all that concerned the women and children, she set herself to realise the ideals of her husband. She was buried beside him, honoured and mourned by all those for whom they two had worked.

CHAPTER II.

A General View of the Familistère.

THE brief biographical sketch of Godin has shown the reader something of his powerful personality. A rapid glance over the Familistère will complete the pleasant picture, by making us better acquainted with the work he accomplished.

The establishments and institutions which make up the society of the Familistère may be divided into five branches. First, the collection of united dwellings which give the members of the society the greatest advantages in comfort, health, and freedom. Second, a group of co-operative shops, including departments for bread, groceries, drapery and clothing, furniture, beverages, food, fuel, etc., etc. Third, an educational service, which not only provides the children, both boys and girls, with elementary instruction up to at least fourteen years of age, but even takes care of them while they are still little babies. Fourth, a system of profit-sharing by which the workers of the society have become, in less than twenty years, the owners of the large capital represented by the Familistère with its workshops and appendages. Fifth, a system of mutual insurance designed to relieve sickness, old age, and failure of strength, and to guarantee to the inhabitants of the Familistère the necessaries of life.

Our aim is simply to explain in their natural order

the illustrations we give. So we will just accompany the visitor who wishes to walk through the Familistère, giving him as we go such explanations as he might expect from a well-informed guide.

First, let us consult our map, like a tourist taking

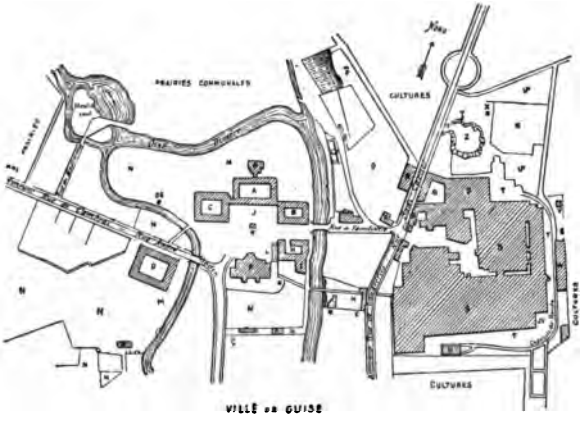


Fig 1.
GENERAL PLAN.

his bearings before entering an unknown land. Figure 1 gives the general plan of the establishment. We see that the two branches of the River Oise divide the whole of the property into three parts. These two branches meet again at the point called Moulin Neuf (New Mill). To the reader's right are the workshops and their out-buildings (shown by the letter S), covering an area of about 27 acres. In the peninsular, enclosed between the two arms of the river, is the principal group of the dwellings of the Familistère (A B C). This group is formed of three courts, joined at their corners, a particularly healthy arrangement,

A Bird's Eye View.

because it exposes to the light and air the four sides of each of the three blocks of dwellings.

Beyond the left branch of the Oise is the court (D), ordinarily called the André Godin Street Court. This and the block of buildings (E), in Sadi-Carnot Street, are occupied by families, in the same way as the courts of the principal group are. The whole of these buildings, which constitute the Familistère proper, occupy an area of nearly four acres.

Note also near the dwellings, the theatre and the schools (F); the hall (G), where babies are taken care of from the time they are a fortnight old; and also the annexes (H and I), and the wash-house (Q). Surrounding the dwellings, nearly 38 acres of park, lawns, flower gardens, and kitchen gardens (M N O) help to render the Familistère healthy and beautiful. It is partly due to this that, in triumphant reply to current prejudices, it can show exceptionally favourable tables of births and deaths.

To clear up any doubts which the map may have left in the mind of the reader, let us refer to the bird's-eye view (p. 13). There we easily recognise in the foreground the theatre and schools surrounded by the kitchen gardens; in the middle distance, separated from the theatre by the open space, or square, where the statue of Godin stands, we see the principal block of buildings with its three spacious courts; their glass roofs may be seen in the picture. To the left, beyond the western branch of the Oise, is the André Godin Street Court; to the right, and on the other side of the eastern branch of the river, the works.

If we compare this summary description which we have just given (and which we have taken from the work of Mr. F. Bernardot) with that which Godin

himself published in 1871, in his book, "Social Solutions," we see that the differences between the founder's original plan and the finished work are but slight. Godin had brought to the working out of his Familistère such reflection, forethought, and practical sagacity, that the execution of it could follow at almost every point the original conception. Of how many human enterprises could one say so much?

CHAPTER III.

The United Dwelling.

In the pages immediately following we shall deal chiefly with the principal group of dwellings, including the left wing, the central court, and the right wing. The two blocks afterwards built, in Sadi-Carnot Street and André Godin Street, were

Fig. 2.
The André Godin Street Court.

designed with the same internal arrangements. We have only, therefore, to note the essential differences. The former of these two buildings has no court-yard, and is of much smaller extent. Later, in Figure 17, we shall see it in the background to the left, over-

looking the annexes. It is three storeys high, and only contains nineteen dwellings. The André Godin Street Court (Figure 2), on the other hand, is larger than any one of the courts of the chief group, and the courtyard in the middle of it is not covered with glass, and is so large that the centre part is converted into a lawn without interfering with the traffic. This building includes 140 homes, and about 600 persons. By these modifications in the buildings, Godin wished to allow his fellow-workmen every freedom to choose their dwelling according to their personal advantage or taste.

The society's workmen do not all live in the Familistère. Some live in the town or in the neighbouring villages, but we must add that the flats in the Familistère have always been much sought after. Indeed, it was the number of applications which led to the successive building of other courts. The

Fig. 3.

THE ANDRÉ GODIN STREET COURT (INTERIOR).

founder began by building the left wing of the principal court, and, if it had not given satisfaction to its occupants, the matter would have gone no further.

By passing through all the different parts of the united dwelling we shall find the explanation of the favour it meets from those who are in the best position to judge of its practical advantages. Figure 4 shows the principal group of the Familistère as it appears to

Fig. 4.
PRINCIPAL GROUP OF BUILDINGS.

the visitor coming from the railway station. In front is the right wing, the central court stands back a little, and in the distance is the left wing. In the foreground, to the right, is the bridge thrown over the small arm of the Oise. This bridge and André Godin Street connect the town of Guise with the railway station, and give access to the society's property from that direction. We cross the lawns to reach the open

square; leaving on the right the theatre and the schools, we find ourselves in front of the one-storeyed buildings which accommodate the various subsidiary services. Far behind these buildings we see the chimneys of the works. About 220 yards separate the inhabitants of the central court from their place of work. The distance is great enough to keep the dwelling out of the dust and smoke and noise of the

Fig. 5.

working hive: it is short enough to allow the workmen to pass from one to the other without loss of time and without fatigue. It is very nearly the same for each man. These are great advantages which the workman can enjoy only in the united dwelling.

In Figure 5 we are in the midst of the Square. Before us rises the statue of Godin: its dark mass stands out harmoniously against the front of the central court. This front is nearly 77 yards long, and

the outside measurement of the three courts together is about 636 yards. The buildings are of brick, and four storeys high. The ground floor, being built over cellars, is quite free from damp. Altogether these three blocks can accommodate about 1,200 people, besides the large space occupied on the ground floor of the central court by grocery, drapery, clothing, and furniture shops. Entering by one of the side doors, or by the door in

Fig. 6.

THE CENTRAL COURT.—A HOLIDAY.

the middle of the central front beneath the little tower which pleasantly breaks the line of roof, we find ourselves in a cemented courtyard about 22 yards by nearly 50. It is covered all over with a glass roof, so arranged as to keep out the rain, while allowing abundance of air and light to enter. Three continuous balconies go round the four sides of the interior of the

court. These balconies are nearly four feet wide, and as they are free from divisions one can walk right round them; they give access to all the homes, and each is in fact a kind of suspended street. Staircases at the corners of the building lead to the balconies, and allow free circulation in every direction. Large passages on each floor put the central court in direct communication with the two wings. In the picture (Figure 6) everything points to preparations for festivities. The balconies are hung with flowers and flags, the platform below is garlanded with greenery, and the children seem excited, impatiently waiting for the band. To-night, in this large space underneath the glass roof, the musicians of the Familistère will play their merriest tunes, and the young people will dance. If you come at the hour of the ball you will see the inhabitants of the town of Guise freely taking part in the festivities, for the Familistère offers the widest hospitality to those outside its borders. To-morrow morning the court will resume its usual aspect, and the housewives will busy themselves with their customary work, spurred by the emulation which living together produces. Each one is queen in her own home, and she takes the more pains with her little kingdom because in the Familistère everything has been contrived to make her task easy. She has not to trouble about cleaning the balconies, staircases or courts; women paid by the society do this. She has not to go downstairs to carry away the rubbish of her house, tubes with openings on all the storeys carry it away into pits which are regularly cleaned out. Taps on all the floors provide the inhabitants with abundance of good water, not from the Oise, whose waves are

far from limpid, but from an artesian well sunk in one of the hills surrounding the town. Large tanks beneath the roof of each court protect the "Familistèrians" against the danger of fire, a danger in any

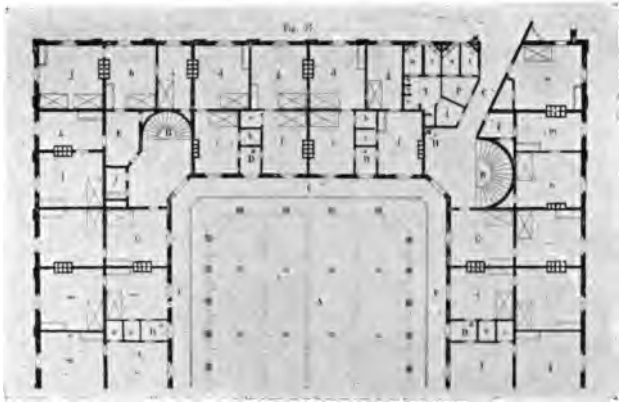


Fig. 7.
PLAN OF THE HOUSES IN THE CENTRAL COURTYARD.

case remote, since brick, iron, and cement are the only materials employed in the greater part of the buildings. Finally, an important matter, the water-closets—separate from the homes, and thus removed from the danger of neglect by the inhabitants—are flushed out several times a day; this is attended to by the society. At night the staircases and balconies are lit with gas, a man paid by the society seeing to the lighting and putting out. Thus maintenance and the services necessary for the health and comfort of the united dwelling are regularly attended to without any opportunity for quarrels as to these matters among the tenants.

As regards the internal arrangement of the homes, each contains usually two or three rooms, so arranged that one of them looks on to the courtyard, and the other or others to the outside of the block—that is to

Fig. 8.
MR. AND MRS. L.'S KITCHEN.

say, on to the square, the lawns, or the gardens. By opening the door between the rooms a good current of air may be set up to clear the dwelling of dust, or of the smell of cooking. If for any reason, a larger home is desired, two flats close together can easily be taken, thus giving four or five rooms, or even six or more at the corners of the courts. The arrangements are the same from top to bottom of the building; the only difference is in the height of the rooms, those on the ground floors being the loftiest, and the height diminishing as one goes up from floor to floor. The rent varies accordingly, and also according to the direction in which the outside rooms look.

We see, therefore, that the top-floor rooms are the least desirable. Let us go up, and enter at hazard one of these workmen's dwellings. Figures 8, 9, and 10 show us the home of Mr. and Mrs. L., situated on the west front of the right wing. It includes two large rooms and one smaller one, each has on an average a floor-space of about 216 square feet, and a cubic capacity of a little over 2,000 cubic feet. Besides,

Fig. 9.
A Bedroom.

there are two closets of about 23 square feet each, provided with shelves and hooks; these do instead of moveable cupboards, and do better. A family, consisting of father, mother, and three children, lives in this home, and as it is typical, it will be useful briefly to describe it. The father is now 43 years old. He entered the works in 1872, and follows the trade of a moulder of metallic patterns; his wages are 5½d. an hour, or 4/7 for the day of ten hours.* The mother

* All this refers to the year 1900. Wages are higher since then (see p. 67).

does no work except attending to the home. The eldest child, a young man of twenty, also a moulder, but doing ordinary work, is paid by piece, and earns on an average 2/10 a day. The younger son is fifteen-and-a-half; a year ago he left the schools of the society, with a certificate of having passed the standards, and he now earns 1/9 a day as an apprentice in the pattern shop. The third child of the family —there were formerly five—is a girl of twelve-and-a-half, who has also gained her certificate in the primary

Fig. 10.
ANOTHER BEDROOM.

school, and is now a pupil of the higher school, in accordance with Article 123 in the rules of the society, which makes school attendance obligatory to the completion of the 14th year.

The annual wages which supply this home are respectively about £67, £40, and £25—in all about £132 a year. Further, the father as a first-class

member (*associé*) of the society, received £8 12s. at the division of profits for the year 1898-9. This went to increase his "Savings' Certificate," that is, his

Fig. 11.
A POLISHER AT WORK.

share capital in the society. As to the share of profits allotted to the wages of the sons, that is kept for them, under the name of "Savings Reserved," to be converted into share capital when they are admitted as third-class members (*participants*).* Still further, the father has a "Savings Certificate" of £180 formed by the accumulation of his share in the profits. For this he receives 5 per cent. interest, or £9, while the dividend (that is, the share of profits paid to capital over and above interest) increases this last sum by 11s.

* The different classes of members and the details as to share capital, etc., are explained fully in Chapter VI.

Finally, the family's share of the profits of the society's co-operative store reached £6 for the year 1898-9. This last sum is indeed not paid in money, but is carried to the credit of the family in their purchases' book. It is, however, an addition to the total income of the family, which thus reaches about £152 a year.

Fig. 12.
A Sitting Room on the First Floor.

This is a comparatively high figure, although the wages of the father are only the average wages paid in the Familistère. It is also to be noted that the additions furnished by the two sons are of course temporary.

Without counting those of the manager and the principal heads of departments, many more luxurious homes than the one we have described are to be found in the Familistère. Some, on the other hand, are no doubt more simply furnished, but even where prosperity does not show itself by such manifest signs,

there is almost always exemplary cleanliness and an anxiety to beautify the home at however little cost. These things show that, thanks to the benefits of association, the workers of the Familistère enjoy a privileged position. Indeed, many among its workmen come from their rough and dirty work to a home as

Fig. 13.
Kitchen of Mr. and Mrs. M. T.

pretty and comfortable as that shown in Figure 12, which is one of those on the first floor.

Before leaving the third floor, however, let us go into a neighbouring flat, that of a young couple, Mr. and Mrs. M. T. The husband is 27 years old, and has been employed in the book-keeping department of the works since November, 1885. There is no child as yet, and the young wife follows the trade of an ironer. As she is the daughter of one of the clerks, and has been a pupil in the schools, all the life of this

active little housewife has been passed in the united dwelling. A bedroom (Figure 14) and a kitchen (Figure 13), which has one big closet attached to it, compose the home of Mr. and Mrs. M. T.

The husband's fixed salary is £70 a year. To this we must add £5 for overtime, £2 8s. interest on his

Fig. 14.
BEDROOM OF MR. AND MRS. M. T.

share capital, and £4 his share of the store profits. (His share capital, by the way, is £48, which is this year increased by over £6, which he receives out of the profits as a second-class member [*sociétaire*].) His total income is thus about £81, to which must be added the earnings of Mrs. M. T. How many young couples starting married life would like to begin in such easy circumstances! And how many would be glad to enjoy the advantages of the united dwelling for a monthly payment of 9s. 8d. That is exactly

what Mr. and Mrs. M. T. pay to the Familistère as the rent of their home and of a cellar which they may use with it. A little garden which they cultivate in the grounds of the society is let to them for the modest sum of 4s. a year. Their total annual rent thus reaches £6, or a little less than one-thirteenth part of the husband's income.

CHAPTER IV.

Some Advantages connected with the United Dwelling.

1.—The Co-operative Store.

We have seen already that in estimating the income of a family in the Familistère we have to include the store profits on the daily consumption of the family. A visit to the co-operative shops of

Fig. 15.
Grocery Department.—Showing Cashier's Desk and Bread Counter.

the Familistère will show the great advantages which distributive co-operation renders to the members of the society.

The shops are divided into two groups. The first is on the ground floor of the central court, and includes the following departments :—Grocery, bread, beverages, furniture, boots, clothing, various household articles, and so forth. The other group includes the bakery, the wine shop, the restaurant, and a department for wood and coal. These, requiring more space, are relegated to the "annexes," that is, the one-

Fig. 16.
PORTION OF DRAPERY AND FURNISHING DEPARTMENT.

storeyed buildings near the schools which we have already spoken of.

First let us visit the shops in the Familistère itself. The housewives have only a few yards to go to reach them, and can make their purchases without fearing any weather, since the doors of the store open into the glazed courtyard of the main building. We enter the shop where groceries and bread are sold. The shop assistants are women, who belong to and are

paid by the society. The store sells to the general public as well as to its own members, and it therefore has to pay the tax called "patente," levied upon shopkeepers in France. All sales are strictly for cash, that is, either for coin or on production of a little book, issued by the accountant, and showing that a certain sum has been paid in advance. Only those who use these little books are entitled to share in the yearly dividend on purchases. From the grocer's shop

Fig. 17.
ANNEXES.

we go to another shown in Figure 16, which includes drapery, hosiery, linen, furniture, jewellery, etc.

We now have only to cross the square to reach the annexes containing the other departments. In Figure 17 we see these buildings, and at the same time part of the kitchen gardens which adjoin, and which the society lets in allotments to its members, who, as a rule, are devoted gardeners. Lastly, in the background to the left, we see the Sadi-Carnot Street block of which we have spoken. On the side shown there are balconies.

Figure 18 shows us the butcher's shop in the morning when trade is brisk. Here also are sold sausages, preserved meats, and so on. Milk, fruit, and vegetables are sold in another room close by.

Fig. 18.
BUTCHER'S SHOP.

The stores of the Familistère differ from the usual type of a consumers' society, in the fact that the capital is not contributed by the purchasers themselves as individuals. The society provides the working capital of the store, in the same way as it provides the capital of the factory. The table appended shows the growth and extent of distributive co-operation in the Familistère. It shows first the annual sales; second, the percentage of the store profits which the Committee of Management allocates to the purchasers; third, the dividend paid per £ of the purchases; and fourth, in the last column to the right, the total amount so paid each year. This sum, it will be seen, has been about £4,000 a year for the last few years: the dividend on

purchases nearly half a crown. The dividends are not paid in cash, but by credits entered in the little books which the purchasers use, as has been explained. They are, therefore, really paid in goods. The total of these dividends is approximately equal to the total of the rents which the inhabitants of the Familistère pay for their homes. We need only add that the advantages of the store would be still greater if the workmen made all their purchases there. This they are far from doing. They have absolute liberty to deal where they will, and they make free use of such liberty, so that out of more than £80,000 paid annually in wages by the society only some £36,000 finds its way back to the store. The diminution in sales since 1904-5 is due to the establishment of a co-operative grocery store in the town of Guise.

CO-OPERATIVE DISTRIBUTION IN THE FAMILISTÈRE.

	Sales.	Purchasers' Percentage of Store Profits.	Dividend on Purchases per £.	Total Dividends on Purchases.
	£	Per cent.		£
1881-2	17,573	50	1/-	82*
1886-7	18,080	50	1/2½	830
1891-2	35,000	85	2/5½	3,804
1896-7	36,516	85	2/6½	4,312
1901-2	37,523	85	2/5	4,082
1902-3	38,005	85	2/5¼	4,215
1903-4	37,415	85	2/5½	4,215
1904-5	36,110	85	2/4¼	3,862
1905-6	35,047	85	1/10	2,914
1906-7	33,137	85	2/0	2,969
TOTALS 1881-1907	673,595			66,256

* Dividend paid on a small part of the purchases only, the purchasers not having got accustomed to the system of little books described above.

2.—The Schools.

Not the least striking peculiarity of the Familistère is the care with which childhood is surrounded there.

The founder foresaw that each generation of workers would seek to assure the benefits of the Association to its own descendants, and that thus, the future prosperity of his work would depend on the education

given to the rising generation. Moreover, inspired by a still loftier thought, that of profound respect for *human life* considered as the *highest manifestation of the universal* life, he sought to encourage the complete development of the child, that hope of the future of society. Further, far from leaving to the municipality or the state, the care of providing for the education of the children of the Familistère, he made that education a duty enjoined upon the Association by its constitution,* the expenses being covered by a deduction made from the gross profits of the concern before any distribution or allotment of dividends takes place. The amount allotted to education must not be less than £1,000 per annum, and, in practice, it is always more than this.

* Parents who live in buildings belonging to the Society undertake to have their children taught, either in the classes of the Familistère or elsewhere, until the completion of their fourteenth year.

It is not necessary here to dwell on the causes of the high mortality of infants and young children. Godin wished to assure to the children of his workmen every chance of good health, bodily, mental, and moral. By the creation of the "Nursery" and the "Babies' School," he gave help to those who have large families, and allowed the mother to relieve herself of a great part of those cares of motherhood, which are the most absorbing, and sometimes the most neglected.

In Figure 19 we see the west front of the central court, and to the left of it a low building something

Fig. 19.

in the style of a cottage, and almost surrounded on all sides by meadows and high trees. This is the domain of the tiny ones, a paradise for the babies and an earthly providence for their mothers. In it we

shall find the Nursery and the Babies' School of the Familistère. A passage completely covered and glazed connects the nursery with the United Dwelling, and thus protects the mothers and children from bad weather in passing from their homes. In Figure 20 we enter the chief room of the Nursery. At once we receive an agreeable impression of health and well-being. The room is irreproachably clean. The white enamelled wash-basins with their nickel taps, the walls

Fig. 20.
THE NURSERY, PREPARING A COT.

painted a soft green, the cots provided with white curtains, and drawn up like little ships in line of battle with sails spread; everything, in fact, indicates that here childhood is happy because it is beloved. In the foreground of the picture we see a woman occupied

in preparing a cot. Let us make our bow to her as we pass. She is the senior employee of the Nursery, good Madame Roger, whose intimate friends call her affectionately the "universal mother." Three generations of young "Familistèrians" have been cared for, fondled and washed by her clever hands. Indeed, many of them keep the childish name which they used to babble long ago, and still call her "Mamma Jay-Jay!" Let us see her at her work.

The cot which is before her is a sort of big pocket of bed-ticking, a closely woven smooth material, supported by a strong iron frame of oval form. This is filled with about twenty-four pounds of coarse bran, which has been baked. Upon this little bed, always cool in summer, never cold in winter, a little sheet is stretched and carefully tucked in; a hair pillow and the usual blankets and coverings complete the outfit. The child, which a few minutes ago was sleeping in the cot, has been taken away by one of the attendants, and the bed is now being re-made, and the solid parts of the bran removed. This kind of bed, which has many advantages for little children, can be used in private homes just as well as in the Nursery; and it is much to be desired that it might be in general use. The babies may be brought to the Nursery a fortnight after their birth, and they are, if necessary, fed wholly or partially upon sterilised milk.

When they are strong enough to wish to walk, let us see what means are taken to help their first steps. The leading strings which are often used for the purpose of holding the child are very unsatisfactory, inasmuch as the child is, as it were, hung up; and besides, they require a nurse for each child. The go-cart, which is so common now-a-days for teaching

children to walk, presses the chest of the child as it strives to go forward, and does not teach it the art of balancing itself, in the acquisition of which the whole secret of walking lies. In the Familistère they use an apparatus called "Delbrück's Baby-cage," from the name of its originator. A double circular railing composes the whole of this very simple contrivance, as may be seen in Figure 21. The child supports itself by resting both hands upon these two

Fig. 21.
DELBRÜCK'S BABY-CAGE.

railings. The example of the elder children, already steadier on their legs, fires it with a noble emulation: it teaches itself to walk, and thus develops that personal initiative, which is for babies as for men, the very condition of progress.

The Nursery is open from six in the morning to

seven at night, for all the infants of the Familistère. Their mothers can come when they like to take them away or to feed them. Those who are employed in the works are allowed to leave the workshop for this purpose, at certain specified hours. Finally, the cost of the milk, upkeep, and cleaning, the salaries of the attendants, and so forth, are all paid by the society.

The Baby School is separated from the Nursery by a glazed partition, and is the first section of the

Fig. 22.
THE INFANTS ON THE LAWN.

Infant School or Kindergarten. In it youngsters from two to four years old are cared for and amused. Their life is passed as much as possible in the open air. The arrangement of the buildings, which Figure 22 shows us, lends itself to this admirably; a gentle slope leads down to the lawn, and there the children are to

be found whenever the weather allows. When cold or rain forbids them the grass and the shade of the green trees, they amuse themselves in a large room provided with all kinds of games suitable for their age.

Fig. 23.
THEATRE AND SCHOOLS.

After they leave the Baby School, and before they begin their schooling in the ordinary sense, the children, from four to seven years of age, go through the remainder of the Kindergarten, which occupies three rooms. These class rooms, as well as those of the primary school are situated in the big square (Figure 23), and are on each side of the theatre (F in the general plan). This theatre, built in 1859, holds about nine hundred people; it is used for festivities and lectures. The musical society of the Familistère performs there twice a week, and travelling companies, and the company from the

neighbouring town of St. Quentin, give entertainments at intervals. Figure 24 takes us into the second class-room of the Infants' School or Kindergarten. Lessons, in the ordinary sense of the word, would be out of the question for such young children. The teaching must be sufficiently attractive to rouse in the

child a desire to learn. This is arrived at by the use of things which it can handle, and which give to the first exercises in arithmetic or in reading, all the attractions of a game. While playing with little bars or bricks of wood (which they subsequently use to build houses with), the children learn the elementary rules. This method was arranged in 1876, by Madame Godin (at that time Mademoiselle Marie Moret), so as to apply Froebel's methods to arithmetic.

For reading, the child is given a little bag containing loose letters, with which, as soon as it knows two or three of them, it practises reproducing certain very simple words, which the mistress, as we see in the picture (Figure 24), has written up, in similar letters, but big enough to be easily seen all over the room. The advantage of employing movable letters is now well-

known; the child learns to spell with much less difficulty. The great difficulty with a large class is to avoid loss of time, confusion, and waste of material; hence the need for a method which should graduate the lessons, limit the number of letters in each exercise,

Fig. 24.

THE SECOND CLASS IN THE KINDERGARTEN.

and use them to make the largest possible number of familiar and interesting combinations. This method was perfected by Madame E. Dallet, *née* Moret, and Godin encouraged its introduction into the schools. At the "Festival of Childhood," in 1867, speaking of the experiment which had recently been commenced in the Infants' School of the Familistère, he said, "We hope much from this, for the method seems to us to call out, and to hold, the attention of the pupils, by exercising their eyes and their hands. . . . It is

admirably adapted to allow young children the activity they require."

The results obtained at the Familistère during the last twelve years have confirmed this judgment. The system of attractive teaching is applied also in the

Fig. 25.
ELEMENTARY SCHOOL: 1ST YEAR. BEFORE AN EXAMINATION.

next two classes, and children who are in this way first introduced to an elementary knowledge of arithmetic, reading, writing, and spelling, not forgetting drawing and the making of things with the hands, are about two years ahead of ordinary children when they reach seven years old; nor are they overworked or mentally fatigued.

Every class-room, whatever the age of the children, is divided into two parts, one of which is occupied by the girls and the other by the boys. All the pupils thus take part in the same work, and grow up side by side like brothers and sisters, which makes the school

what it ought above all to be, a kind of home. Figure 26 shows us the children of the two lowest classes in the primary school—namely, from seven to ten years of age—marching in the covered and glazed yard which connects the school building with the theatre. Figure 27 shows us the class-room for drawing, with

Fig. 26.
CHILDREN MARCHING.

lads working under the superintendence of the head schoolmaster and the drawing masters, while beside them some girls are trying to draw a common object, in this case a tub, set before them. These girls were at the time preparing themselves for a certificate, and they have since passed the entrance examination for the training college at Laon. Most of the lads find places in the works as soon as their school time is completed. The ablest of them can follow their studies in the Government schools at neighbouring towns. In

this case the society, by a vote of a general meeting, usually undertakes the expenses of these further studies, and the necessary money is drawn from the 25 per cent. of the net profits which the rules assign to "various forms of ability."

The school teaching is carefully adapted to the needs of the people of the Familistère. The children are taught, in lessons suited to their age, the economic

Fig. 27.
DRAWING CLASS.

working of the society, the duties of practical morality which it implies, and the principles which animated its founder. Besides the mixed classes, of which we have already spoken, there are special classes for each sex, mechanical drawing for the lads, and lessons in domestic economy, in sewing and in cutting-out, for the girls. Figure 28 shows one of these lessons being given to girls of twelve to fourteen years. The mistress, who is explaining on the blackboard the drawing of a pattern, was herself formerly a pupil in

the schools of the Familistère, and has since passed through a training college.

The teaching staff includes the headmaster, who does not take any particular class, and ten masters and mistresses holding various certificates, besides the sewing mistresses, singing masters, drawing masters,

Fig. 28.
SEWING CLASS.

etc. A school committee of three members is appointed to inspect the classes, and to preside at the examinations at the end of the year. About £1,240 a year is spent for education. The school population being about 400 pupils, the average expense reaches about fifty-eight shillings per child, which is double, or nearly double, the yearly sum per child voted by the Government of France for public instruction, as may be seen from the comparative table given herewith. The successes gained by the schools of the Familistère in the public examinations, and in the entrance exam-

inations for the secondary schools, show very markedly, and to the honour of the teaching staff, that the sacrifice produces good results.

PRIMARY EDUCATION IN CIVILISED COUNTRIES.

AFTER E. LEVASSEUR.

1897.

	Average Salary.	Average. Per Inhabitant.	Cost. Per Pupil.
Russia	£39	2d.	8/-
Austria-Hungary ...	—	1/8	14/5
Spain	£25	1/4	15/2
Sweden	£60	2/10	20/10
Italy	£38	1/7	21/7
France	£48	3/6	31/2
Switzerland	£89	5/5	32/-
Germany	£51 to £64	5/-	32/10
England	£100	5/-	33/7
Belgium	£48	3/7	35/2
Holland	£60	4/3	42/5
United States ...	£109 to £222	10/3	50/5
FAMILISTÈRE... ...	£79	14/3	57/7
New Zealand ...	—	12/2	68/-

The Familistère has in many respects a life of its own, and accordingly it celebrates two public holidays of its own. One, the Festival of Labour, on the first Sunday in May, and the other the Festival of Childhood, on the first Sunday in September. The Festival of Labour took place first in 1887, while that of Childhood was instituted four years earlier. At these festivals the different amateur societies in the Familistère—for music, gymnastics, fencing, archery, shooting with the gun, bowls, etc.—vie with one another keenly in contributing to the amusements; they provide concerts, athletic sports, dancing, and com-

petitions of various kinds, which attract large numbers of visitors.

Games of skill are especially organised for the boys and girls by a volunteer committee. The fire brigade makes itself responsible for keeping order. In the evening, if it is fine weather, there is a fête. Festoons of light, stretching from one to the other of the big trees which surround the lawns and the music-stand, light up the borders of the river, and make the garden look like fairy-land. Besides the amusements, the

Festival of Labour also gives an opportunity for awarding the prizes to all those employees, whether workmen or belonging to the office staff, who have introduced any improvement into the processes or apparatus of the factory, or into any other branch of work. These prizes may vary, according to the importance of the improvement, from £1 to £10, or even more.

In the Festival of Childhood the chief part is, of course, left to the school boys and school girls. The

following is, in its broad outline, a typical programme of such an event: A wide distribution of toys to the younger, and of prizes to the elder, pupils in the

theatre, in presence of a crowd of relatives and friends; an exhibition of the year's work—exercise books, drawings, sewing and fancy work, and so on. Then, next day, after games in the morning, a children's

performance, in which little artistes daintily dressed appear in choruses and rounds, or enact proverbs or comedies. This performance delights young and old

alike. For the children it is an honour to appear in the star-spangled robe and the pointed hat of the astrologer, or to represent the lily, the rose, or the poppy; and this honour has to be bought during the year by very good conduct. For the relatives and guests it is delightful to see the little actors trip across

the stage, and to hear their fresh voices. And further, what ingenuity and persevering care are needed that all should go off without a hitch, from the first rehearsal till the curtain falls in the midst of the utmost enthusiasm! The recollection of such festivals is a sunny streak in the minds of all concerned, both actors and audience.

* * *

When work allows, the members of the Familistère may find both pleasure and profit in their library, which contains 3,000 volumes, and a good choice of newspapers and literary and scientific reviews. Also, they have of their own accord founded a savings bank and mutual loan society called *La Solidarité* (United

Interests), similar to that already existing in the celebrated *Leclaire* firm in Paris and others elsewhere. Still other institutions are being formed, and may hereafter develop within the Association. The United Dwelling, bringing together managers, clerks, and workmen, lends itself admirably to all new developments whose object is the intellectual and moral uplifting of those who work.

3.—Baths and Wash-houses.

Before finally leaving the subsidiary advantages of the Familistère, we will pay a hasty visit to the wash-house, the swimming bath, and the gardens. We

Fig 29.
THE BRIDGE OF THE FAMILISTÈRE.

traverse the full length of the square in which the statue of Godin is, and passing before the left wing of the main block, reach a solidly-built iron bridge, which connects the works with the dwelling. Crossing, by this bridge, the wider arm of the Oise, we find

immediately on our left the building containing the bath-rooms and wash-houses, as seen in Figure 29. At the further end of this big building is the swimming bath, which is lighted from above, and measures about 33ft. long by 19ft. 6in. broad, and 6ft. 6in. deep. During certain hours of certain days of the week, it is opened free to the inhabitants of the Familistère. Every Thursday, at four o'clock, the boys from the schools practise swimming there under the eye of a master. A moveable wooden bottom makes it possible to regulate the depth of the water according to the height of the bathers.

Fig. 30.
THE WASH-HOUSE.

As to the clothes-washing department, that consists, as may be seen in Figure 30, of a large, airy, and well-lighted hall. Each woman who comes to do her washing has the use of two wooden tubs, and of taps giving an abundant supply of cold and hot water. The

door you see to the left, leads to an adjoining room where are large basins for rinsing out the clothes after washing. A covered drying place extends over the whole-of the wash-houses; in fine weather the clothes can be hung out in the fresh air on a drying-ground of over a quarter of an acre. Thus, in every way the housewives are relieved from the necessity of washing clothes at home, as the working-class women of the towns do too often, to the injury of the health of the home.

The remainder of the building is occupied by bath-rooms, one of which is kept for sick people, who can have medicated baths in it free of charge.

4.—Gardens and Parks.

The lawns and gardens, which meet us as we leave the wash-house, give the inhabitants of the Familistère the pleasure and refreshment of country surroundings. As we have already seen, the tenants who live in the north front of the principal group (Figure 31), look over the wide-spreading meadows of the valley of the Oise,

Fig. 31.
EAST AND NORTH FRONTS IN 1865.

Figure 32, showing part of one front of the left wing, and Figure 33, showing a point at the junction of the two arms of the river, give an idea of the beautiful

Fig. 32.
VIEW FROM THE BRIDGE OF THE FAMILISTÈRE.

Fig. 33.
JUNCTION OF THE TWO ARMS OF THE OISE.

landscape which surrounds the united dwellings on that side. The restful quiet of this spot is scarcely disturbed by so much as the lowing of a cow at pasture, or the crowing of a cock.

Fig. 34.

A Walk in the Pleasure Garden.

Half way between the bridge and the works is the pleasure garden of the society. It stretches on a gentle slope over an area of nearly four acres. Various scented trees, pools of water, fountains, little thickets and clumps of flowers—all kept up by the gardeners of the society—adorn the park, which is generously thrown open to all comers (see Figures 34 and 35). The workmen step in for a moment before re-commencing their work; the retired members of the

society stroll there in groups in summer time; and the mothers come and sew there, while they look after their young children. The upper part of the garden is a long terrace covered with fruit trees. These, planted

Fig. 35.

THE BATHER.

in 1880, by M. Godin with a careful eye to the future, are now in full bearing, and give abundance of fruit, which is put on sale in the co-operative store of the society. Being the property of all, these fine espaliers

which Figure 36 shows, are respected by all—big and little alike. The inhabitants of the town, having no public gardens of their own, often come and walk here, the gardens, like the Familistère itself, being shut to no man.

Fig. 36.
A WALK ON THE TERRACE: TAKEN IN 1898.

CHAPTER V.

The Works.

WE must now examine, on the spot where it is actually carried on, the industry whose ever-growing prosperity has allowed the various services of the united dwelling to be so completely organised.

About one hundred yards from the bridge, which we crossed just now to take us to the pleasure garden, the gate of the works opens out of Sadi-Carnot Street. Necessarily our visit to the workshops will be but hurried, for it is no part of our object to ask the reader's attention to every one of the numerous

operations which the "pigs" of crude iron undergo from the time they reach the works until, transformed into a thousand different products, they are sent off again, by means of a siding, quite recently made, which directly connects the works with the railway.

LEAVING THE WORKS FOR DINNER.

The works of the Familistère manufacture stoves, and apparatus for heating and for cooking, adapted to different forms of fuel—coal, coke, wood, gas, petroleum. There are some also for electricity. Further, they make baths, pumps, cisterns, ironwork for builders and for stables, not to mention a multitude of small articles, such as saucers, brasiers, iron frames, inkstands, and the most diverse articles of ironmongery in general.

The three next following views are taken in the principal workshops. The first, Figure 37, takes us into the foundry in front of one of the four cupolas

for melting the pig iron. A number of moulders are shown, armed with their ladles, which they are about to fill, each man in his turn, at the stream of molten iron, to empty them again into the prepared sand moulds, one of which we see in the foreground of the picture. The castings, when they are taken out of the mould, go to the scouring house, where the sand sticking to them is knocked off; then they are rubbed down and polished on the grindstone or by machine.

Fig. 37.
MOLTEN IRON RUNNING.

Afterwards, to take one example, the pieces intended to form the ornamental outside parts of fireplaces are prepared for enamelling. In the enamelling shop five big furnaces, whose half open doors we see in Figure 38, contain the ironwork at an almost white heat. In this state the pieces are sprinkled with the enamel in the form of dust, then they are put back into the furnace for the glazing process to take place. By

this is produced that hard surface of enamel, which covers the dull coarse iron with the brilliant hues of porcelain. There is a special workshop for hand-painting. In the fitting-up shops, shown in Figure 39, workmen put together the different pieces which make up the apparatus, and then fit them with various necessary accessories, such as knobs for the doors, taps, counterweights, blowers, etc. Finally, the products of all sorts are packed up and take their place

Fig. 38.
PART OF THE ENAMELLING SHOP.

in the large warehouses from which the despatching department sends them out to the wide circle of customers in France and abroad.

To give an idea of the whole manufacture, we should need a little treatise. There are many workshops of which we have not been able to say a word: the merely accessory departments, such as the rooms for raw materials, for patterns, for carving, for

cabinet work, and so on, and the offices for the book-keepers, and the correspondence clerks, alone employ a very large number of people.

Fig. 39.
PART OF THE FITTING-UP SHOPS.

Before leaving the works we must, however, glance at two or three specimens of its finished products. Here in Figure 40 is one of the original models. It dates from 1840, and has been long disused. Its shape

Fig. 40.

is partly that of the stove, strictly so-called (Figure 41), and partly of what is now-a-days called a kitchener

(Figure 42). These three models are quite plain, but there are others made more ornamental, by means of

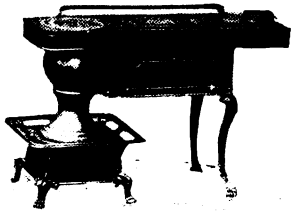


Fig. 41.

nickel-plating, and otherwise. The housewives of Northern France, it is well-known, set their hearts on possessing one of these handsome pieces of furniture, the pride of a well-kept kitchen. The kitchener here

Fig. 42.

shown, whose open doors allow us to see every part of it, gained the gold medal at the exhibition of 1878. The handsome drawing-room fire-place, shown in Figure 43, with its nickel-plated or gilt ornaments standing out on the background of enamel, shows us that the efforts of the society to make new models have by no means ceased; the severe and growing competition demands no less. It is by incessantly seeking,

as its founder did, that which is better, that the society will maintain its pre-eminence. It is by the excellence of its products that it will keep its profits at a sufficiently high level to provide for the daily growing charges incurred for the common good of the members. In a society such as the Familistère, the continuance and prosperity of the collective undertaking depend directly on the devotion of each member, and his skill in his special work.

Fig. 43.

CHAPTER VI.

Terms of the Partnership of Capital and Labour.

THE works at Guise and the branch establishment in Belgium, which we shall speak of hereafter, employed in 1900 about 1,650 people in the manufacture of about 2,000 articles of different kinds or different models. In 1908 they employ 2,100. The selling price of the products leaving the workshop in 1900 exceeded £180,000: in 1907 it was £280,000. In 1900 the wages exceeded £80,000, in 1908 they exceed £120,000 a year. As to the wages it is worth while entering into some details, and we will take as our basis the figures published in Monsieur F. Bernardot's book. The ten best-paid moulders, who received in the early days of the Society, in 1880, an average daily wage of 4s. 10½d. were eleven years later earning 6s. 8d. per day on the average, and in 1907, 7s. 7d. The wages of the three best fitters-up, which were, in 1880, 3s. 11d., rose to 5s. 7½d. in 1901, and 6s. 9½d. in 1907. For the whole body of workers the average wage was, in 1880, 3s. 5d., in 1891, 4s. 3½d., and 4s. 6¾d. in 1907—that is to say, there had been an average increase of 33 per cent.

With very slight fluctuations, the upward progress has been continuous year by year. This furnishes a crushing reply to those who maintain, in defiance of the facts, that profit-sharing with workmen necessarily tends to lower wages. The scene in Figure 44, taken on the 2nd of October, 1898, shows us the

theatre where the Annual General Meeting of the first-class members was being held. We see the Managing Director reading his report, with the members of the Committee of Management at his side. If the field of the camera had been large enough our picture would also have shown, besides the male part of the audience, certain ladies employed by the Association, and admitted to the rank of first-class members on the same footing as the men.

The report of the Managing Director sets out in detail

Fig. 44.
A General Meeting of Members.

the operations of the past year, and announces not only the financial position of the undertaking, but its moral position as well. Then, after the reading of another report, namely, that of the Supervising Committee,*

* Besides the Committee of Management, a French Co-partnership Society has a second and independent committee called the Supervising Committee. Its duties correspond somewhat to those of our auditors, but they are more extensive and continuous. In the case of the Familistère it is composed of three Committeemen elected for one year by the General Meeting of the first-class members.

the meeting has to vote the acceptance or rejection of the accounts submitted to it. Thus is democratic and Parliamentary Government introduced into industry. Let us therefore examine more closely the constitution which rules this little Republic of workers.

When endowing his fellow-workers with industrial self-government, Godin knew very well that he was making an experiment whose boldness and novelty might be dangerous to the future success of his ideas of social reform. To hand over to workmen, unprepared by previous education, the conduct of a great industry, threatened by severe and ever-growing competition, was to expose himself to a possible check. Accordingly, the founder of the Familistère took care only to bring to the direction of the enterprise those whose minds, in default of more systematic training, were at least ripened by experience. He wished that sharing in the management, with a correspondingly increased share of the profits, should be the reward of industry and good conduct; in other words, of the duration and quality of the services rendered. Hence, in drawing up the rules of the society, he divided the workers into four classes, according to the seniority and merits of each. They are :—

1. The helpers (*auxiliaires*) who include, besides the new hands, the floating population of the workshop; that is to say, the men who come and go. These benefit only to the extent of (*a*) Insurance against illness and accidents, and (*b*) In case of need, a pension.

2. The profit-sharers (*participants*) who receive one share only in the profits, calculated upon the amount of their wages.

3. The Associates (*sociétaires*) who receive a share and a half in the profits; that is to say, at a rate per

£ of wages, 50 per cent. higher than the rate paid to the previous class.

4. The first-class members or partners (*associés*) who receive a double share of profits.

On June 30th, 1907, there were 422 first-class members, 71 associates, and 810 profit-sharers; while during the previous twelve months 907 persons had been employed as helpers for a longer or shorter time. There were also 683 persons who had ceased to work for the society, but whose shares had not yet all been repaid.

A worker who is able to read and write, and is of good behaviour, may become a first-class member after being with the society, and living in its buildings, five years. A profit-sharer living outside the Familistère, but who has been employed for twenty years by the society, receives a share of the profits at the same rate as that of an Associate. Profit-sharers and Associates who live in the Familistère, and have been twenty years in the employ of the Society, receive profits at the same rate as first-class members; but in no case can they take part in the General Meeting, which is confined to the first-class members. These, who at present number more than 300, are, as it were, a picked band, and vacancies among them are filled up by the remaining first-class members. When they come together in General Meeting they give their advice upon all important expenditure outside the ordinary operations of the Society, and on every proposed improvement brought before them. Finally, both by the three members whom they elect to the Committee of Management and by those whom they appoint to the Committee of Supervision, they exercise a measure of influence on the management of the

Society. The Managing Director is, as a matter of course, Chairman of the Committee of Management. The present Managing Director is Monsieur Colin, who succeeded Monsieur Dequenne in this office. The legal title of the business is, therefore, "Colin and Company, formerly the firm of Godin" (*Ancienne Maison Godin, Colin et Cie*). The Managing Director is appointed by the General Meeting of the first-class members. He has the right to sign for the Society, and he exercises all powers by law belonging to the Managers of what the French law calls "Societies in 'simple commandite.'"* The Committee of Management, whose composition is fixed by the rules, includes the heads of the chief departments—namely, the Commercial Manager, the Works Manager, the Superintendents of raw material, of patterns, of the foundry, of the fitting-up shop and of the stores, the Chief Accountant, the House Steward (*économe*)—that is to say, the head of the non-commercial services of the Familistère—and the three Committeemen elected each year as above mentioned by the first-class members.

The method of dividing the profits is fixed by the Rules of the Society. The first charges upon the gross profits before any dividend is apportioned are the amounts for:—

1. Depreciation of buildings and plant.
2. Votes to the various Mutual Insurance Funds.
3. The expenses of education.
4. The interest payable to the owners of Savings' Certificates, or, as we should say, shares.

What remains constitutes the net profit, and is divided as follows:—Seventy-five per cent. of it as dividend upon

* In these Societies the Managing Director has unlimited liability, all the other members have limited liability, extending only to the possible loss of their share capital. They are thus very similar to the "limited partnerships" legalised in the United Kingdom by the Act of 1907.

the wages of labour and the wages (or interest) of capital, and 25 per cent. of it as the reward of ability. In this way the partnership of capital, labour, and ability is realised. We now give a table showing the results of the twenty-eight years from 1879 to 1907. The amounts apportioned to the four different classes of workers are shown :—

75 PER CENT. OF THE PROFITS ARE DIVIDED UPON WAGES AND UPON THE INTEREST OF CAPITAL.

YEARS.	Profits to Divide.	To First Class Members	To Associates.	To Profit-sharers.	To Helpers through Insuran'e Funds.	To Reserved Savings	Total on Wages.	Total on Interest.
	£	£	£	£	£	£	£	£
1879-80	17,181	1,286	945	4,381	2,241	1,212	10,065	1,389
1884-85	10,556	1,281	1,586	2,484	1,545	264	7,081	756
1889-90	13,470	3,170	2,478	1,807	1,412	475	9,344	759
1894-95	11,504	3,181	1,865	1,539	884	546	8,000	612
1899-1900	17,452	4,839	1,971	3,073	1,336	660	11,881	808
1900-01	12.856	3,632	1,474	2,192	806	514	8,620	621
1901-02	4,038	1,088	421	633	166	138	2,447	181
1902-03	10,601	3,048	1,136	1,758	736	412	7,093	496
1903-04	19,621	5,763	2,352	3,380	1,726	895	13,759	918
1904-05	19,249	5,613	1,831	3,336	1,935	827	13,543	893
1905-06	25,143	7,103	2,274	4,638	2,599	1,108	17,724	1,133
1906-07	30,846	8,723	2,454	6,082	3,192	324	21,777	1,357
TOTALS 1879-1907	410,611	87,399	48,561	75,192	52,684	14,088	277,786	23,069

A glance over this table shows that the workmen of the Familistère have received over and above their wages more than £277,000 out of the total profits divided in these twenty-eight years, while capital has received over and above its wages or interest only £25,000 odd.

One of the most remarkable and original things in the method of dividing profits originated by Godin is that he puts capital in the position of a workman who receives a wage like all the other workmen, and then receives, like them, a share in the profits proportionate

to his wage. The wage of capital is the 5 per cent. interest paid to it, and it is in proportion to this interest that capital shares in the net profits. Capital is thus relegated to its true place. It does not claim for itself alone the greater part of the profits of industry. It becomes once more that which it ought to be, the servant and fellow-worker of labour—labour which at last is treated as justice and nature demand, as the essential factor in production. The table just given refers only to the 75 per cent. of the net profits apportioned to the wages of labour and of capital. The next refers to the 25 per cent. of the net profits allotted to ability. Under this head are included :—

1. Four per cent. for the Managing Director. This share will seem small if you weigh the importance of the duties which fall upon him, and if you remember that the law makes him responsible, to the last penny he has, for the business under his control.

2. Sixteen per cent. divided among the Committee of Management.

3. Two per cent. divided among the Committee of Supervision.

These three shares amount to 22 per cent., and the remainder of the sum apportioned to ability is divided as follows :—

One per cent. to the maintenance, if necessary, in the Government Schools, of girls and boys who have passed through the schools of the Familistère. Surely it was a wise act of foresight and a true encouragement of ability to foster merit in the young people, who in some cases are destined to return to the society as workers.

Two per cent. is placed at the disposal of the Committee of Management to reward useful inventions,

and simplifications or improvements suggested by members for the benefit of the Society. There is never a year in which this fund has not to be drawn upon more or less.

The table herewith shows that the total amount thus apportioned to ability in the twenty-eight years, 1879 to 1907 was £107,266.

25 PER CENT. OF THE NET PROFITS ARE ALLOTTED TO ABILITY.

YEARS.	To Managing Director.	To the Committee of Management and the Supervising Committee.	Balance of the 16 per cent. allotted to Committee of Management.	Maintenance of Pupils in the Government Schools.	Rewards for Useful Invention.	Total to Ability.
	£	£	£	£	£	£
1879-80	2,749	2,500	...	...	458	5,727
1884-85	*1,267	1,161	...	...	211	2,639
1889-90	539	2,020	404	135	269	3,367
1894-95	460	1,726	345	115	230	2,876
1899-1900	698	2,504	637	174	349	4,363
1900-01	514	1,800	514	128	257	3,214
1901-02	161	555	164	40	80	1,009
1902-03	424	1,378	530	106	212	2,650
1903-04	784	2,550	980	196	392	4,901
1904-05	769	2,680	784	192	385	4,812
1905-06	1,005	3,520	1,005	251	502	6,285
1906-07	1,233	4,318	1,233	308	616	7,711
TOTALS 1879-1907	26,881	57,346	11,353	3,071	8,578	107,266

* Until the year 1884-85, 12 per cent. of the profit was allotted to Godin as Managing Director. From the following year this was reduced, on his own proposal, to 4 per cent., the difference being carried partly to the credit of the Committee of Management in consideration of the new functions thrown upon them, or to be thereafter thrown, and partly to the maintenance of pupils in the Government Schools.

To complete our explanation of the financial regulations of the Society we must add that the workmen and office staff (including some who have retired from work) are at present the owners of the whole capital, which was fixed at £184,000 by the deed executed in 1880 by Godin and his fellow workers, and is now £200,000. At that date the founder did not give away his property. He conveyed it to his employees

on the express condition that the net annual profits should not be divided in cash, but allotted to those entitled under the form of "Savings' Certificates" (share capital). At the end of each year the workers therefore received as Savings' Certificates the profits belonging to them, and the money which these certificates represented remained in the hands of Monsieur Godin, to repay him by annual instalments for the transfer of his establishment.

It was, moreover, stipulated that when the original capital belonging to Godin had all been repaid to him, the system of distributing profits in the form of Savings' Certificates should continue in operation as in the past. The oldest Certificates were, therefore, to be repaid in cash and replaced by new Certificates, apportioned to those entitled from time to time. In virtue of this simple and ingenious arrangement each generation of workers are in turn owners of the establishment, in proportion to the profits which they have been able to realise by their work. The ownership of the workshop thus remains quite naturally, and in an almost automatic way, in the hands of those employed there. This arrangement has been faithfully carried out, the repayment of the oldest Savings' Certificates, which were those of the year 1880, began at the end of the year 1894-5, and since then it has continued uninterruptedly. The Certificate shown in Figure 45 belongs to a former House-Steward of the Familistère who left the Society in 1882. The total of his shares, based on the amount of his salary, reached £40. He received his interest on this regularly, and by way of repayment he received £23 odd in 1896, £12 odd in 1897, and the remainder after that date. Such, in its broad outlines, is the economic and

financial organisation of the Society. It claims to be the most perfect realisation yet attained of the famous formula "The Workshop for the Worker," and from this point of view it deserves to be carefully studied by reformers of all schools.

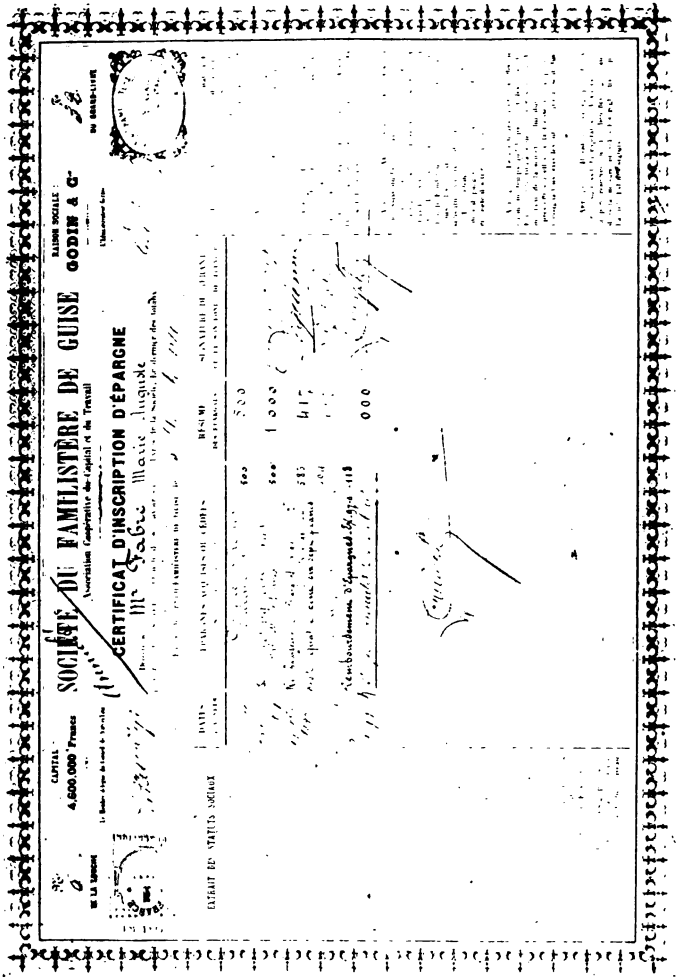


FIG. 45. SAVINGS CERTIFICATE.

CHAPTER VII.

The Insurance Funds.

It was with the organisation of mutual insurance that Godin began the improvements he wished to carry out in the position of those working in his business. As early as 1852 he founded a Sick Fund, whose working was put into the hands of committees elected by the workmen. At the time the Familistère was built this insurance was extended to the wives of those living therein, the women constituting a special section, regulated by rules of its own, and administered by a committee of women elected like the men's. Godin paid to this fund a sum equal to the total of the subscriptions paid by the members. Besides this, in 1872 he established a fund to help those no longer able to work, as well as widows and orphans, and he gave annually towards it a sum equal to 2 per cent. of the total wages of his workers.

Co-partnership, which followed in 1880, admirably completed this series of safeguards—without which the workman has neither independence nor security—and rendered the unity of interests as perfect as it is possible for it to be in the present condition of social relations.

Figure 46 takes us into the room of the Committee of Management of the Society, and here also are held the meetings of the committees of the funds. Any member twenty-five years old or upwards may be a member of them, and any member of twenty-one may vote in their election.

The insurance funds of the Familistère are divided into two branches. The first, sick insurance, is supported :—

1. By a payment equal to 1½ per cent. at least of the wages or salaries of those members who live in the Familistère, and to 1 per cent. at least of the wages of those who live outside. These payments are obligatory on all the Society's workers.

Fig. 46.
A Meeting of Committee.

2. By a contribution from the Society equal to the sum of the subscriptions of the members.

The sick pay is in proportion to the member's subscription, but it can never exceed two-thirds of his wages, except in the case of those whose wages are very small. If the sick pay so fixed is manifestly below the needs of the family in question, the case is provided for by the second branch of the Insurance Funds—viz., the Pensions and Necessities Fund.

The following table gives the receipts and payments of the men's and women's branches of the Sick Fund from 1879-1907. The figures refer to Guise only, those for the branch establishment at Schaerbeek, in Belgium, which the next chapter will describe, not being included.

MUTUAL SICK INSURANCE.

Years.	Men.		Women.	
	Receipts.	Payments.	Receipts.	Payments.
	£	£	£	£
1879-80	1221	1012	167	134
1884-85	1474	1671	272	221
1889-90	1200	1405	302	301
1894-95	1632	1848	279	369
1899-00	1493	1479	328	440
1900-01	1488	1361	333	331
1901-02	1454	1694	339	447
1902-03	1597	1813	333	426
1903-04	1869	1846	376	371
1904-05	1965	2116	367	368
1905-06	2083	2140	368	351
1906-07	2007	1996	326	428
Totals 1879-1907	43890	44419	8075	8118

The Pensions and Necessities Fund is intended, as its name indicates, primarily to provide pensions for workers whom age or inability to work has forced to retire. The fund is secured first of all by a charge upon the profits before any distribution thereof can take place. This charge was formerly equal to 2 per cent. of the Society's wage bill, but, the increased expenses falling upon the fund, have caused it to be raised to 3 per cent. To this must be added the dividend, declared in the profit-sharing, upon the wages of the fourth-class, or helpers. These, as we have seen, do not receive directly any share of the profits, but they are included among those entitled to a pension: in twenty years a sum of £40,288 was

paid to the Pensions Fund in respect of dividend on their wages.

The table following shows the operations of this fund :—

PENSIONS AND NECESSITIES FUND.

YEARS.	Amount Paid in Pensions.	Number of Pensioners.	Average Pension.	Amount Paid for Necessities.	Number of Families Assisted.	Amount Paid as Temporary Allowance.	Number of Persons so Assisted.
	£		£	£		£	
1879-80	260	9	29	196	17	180	22
1884-85	1,142	49	23	312	37	344	50
1889-90	1,753	67	26	537	43	233	42
1894-95	2,829	104	27	511	38	677	68
1899-00	3,767	135	28	508	46	297	42
1900-01	4,002	140	28	480	40	351	46
1901-02	4,035	139	29	420	37	397	53
1902-03	4,049	145	27	419	42	610	85
1903-04	3,986	138	28	507	45	551	92
1904-05	4,068	139	29	586	52	420	93
1905-06	4,193	150	27	524	51	549	91
1906-07	4,415	151	29	601	56	625	97
TOTALS 1879-1907	71,101			13,507		11,118	

If you examine the column showing the total paid yearly in pensions, you will find it steadily increases. This, of course, is not surprising; the workers have grown old, and their number has steadily increased—consequently the number of pensions has increased. Perhaps, too, there is a tendency on the part of the committees to be too liberal in granting pensions where the applicant has not yet reached the old-age limit. The amount of a pension varies from £14 to £36. A glance over the table will show that the average pension has remained about the same during the twenty years.

The Pensions Fund also assures to those who live in the Familistère the necessities of life. This was an

idea of Godin's, and so original is it that a commissioner of the Austrian Government, charged with an investigation of all forms of Friendly Society work in Europe, declared he had not found a similar institution in any of the many establishments visited by him. What, then, is this form of assurance? Well, it sometimes happens that a man who is but an indifferent workman, and consequently is paid but little, has a large family. The children are too young to earn their living—perhaps some old people add to the number to be fed—in short, the unhappy man's necessities exceed his wages. What is to be done? To pay his work more highly than that of other men of the same quality would be an injustice. Yet something must be done. The family cannot be allowed to suffer destitution, and so the "Necessities Insurance" comes to the rescue. The committee which controls it takes an account of all the earnings of the family, and of the daily amount absolutely necessary according to the persons composing it. This calculation is not left to caprice, but is regulated by the rules of the fund. The difference is provided by the fund as long as the state of affairs lasts. The same happens when, by the illness of its head, a family is placed in such a position that mere sick pay is insufficient. The worker in such a case receives a temporary allowance of variable amount.

When we add to the above a Medical Fund, which provides free medical attendance and medicines, we may fairly assert that in the Familistère no one can be in want without being immediately relieved. In this matter the united dwelling has the advantage of allowing a constant supervision, and one which cannot hurt anyone's feelings, since the help which leads to it, far

from being the result of individual charity—always somewhat humiliating to the receiver—is a fruit of one of the grandest and most beautiful of all virtues, a fruit of unity of feeling and interest, and of mutual responsibility—in a word, of what the French call "solidarity."

CHAPTER VIII.

The Branch Establishment in Belgium.

ALL the advantages which the workers in the Guise factory enjoy are assured also to those of the important branch establishment which the Society has just outside Brussels, in the parish of Schaerbeek, formerly called Laeken. Figure 47 gives us a bird's eye view of this establishment, which occupies about

Fig. 47.
Works of the Belgian Branch.

two acres and a half. Two hundred workmen are employed there in the manufacture of the articles for which the Society is so celebrated. Among the dense population of Belgium these articles find a ready and profitable market. Here also a Familistère, or united dwelling, similar to that which we have already described at Guise, accommodates the families of the members of the Society. This building, erected in

1887, occupies, with its dependencies and gardens, an area of more than 12½ acres. It stands on the bank of the Villebroeck Canal, whose sluggish waters will shortly be lost in those of a very big basin now being dug out to transform Brussels into a seaport. These excavations will necessitate at an early date* the disappearance of the house seen on the left of Figure 48,

Fig. 48.
THE FAMILISTÈRE AT SCHAERBEEK.

which at present serves as an office and a dwelling-house for the manager.

It is hardly necessary to say that the Belgian branch establishment is not a separate Society, nor financially independent, and that the rules and principles of the Guise Society apply to it also. The Belgian united dwelling, like that at Guise, has co-operative shops, schools, and various social organisations. It also celebrates the Festivals of Labour and of Childhood.

* Written in 1900. The change has since been effected.—[A.W.]

Figure 49 shows us, on one of these days of festivity, the interior court of the building, transformed by the

Fig. 49.
THE FESTIVAL OF CHILDHOOD AT SCHAERBEEK.

care of the management and the zeal of its inhabitants into a pretty hall for the festival.

CONCLUSION.

Now that we have finished our rapid survey of the different parts of the Familistère and of the numerous institutions of which the Society is the fount, we must look back a little to see clearly the meaning of it all. Let us, then, once more, and for the last time, enter

the pleasure garden, where we shall find quiet to think. Beneath the shade of these trees Godin—prodigious worker as he was—loved, in the intervals of his toil, to come and sit. The work he achieved was indeed vast, and though his ideal was much greater still, yet by the part of it which he realised in the Familistère do we not see clearly what he meant by that phrase

MADAME GODIN
(*née* MARIE MORET).

JEAN BAPTISTE ANDRÉ
GODIN.

of his "To offer to the workman the equivalents of riches." Here are comfortable dwellings, many common wants provided for, education full of care for the children and the young people, festivals and rejoicings for all, assurance for the needs of the morrow, and complete liberty for the workman to dispose of himself and of his leisure as he will. Finally, a charm added to life by the most diverse social organisations, and by all that nature offers to the fortunate ones of this world.

One can only wish that these last, as well as the poor whom their poverty drives to violent demands, could understand fully the deep meaning of the work and the life of Jean Baptiste André Godin. The lesson that they might draw from it would exceed in practical importance those that theorists and moralists have

been pouring forth for centuries. The teaching contained in his manuscripts may all be reduced to one principle which he himself formulated in the following words—"To respect, protect, develop all human life over all the world, as a means of serving God in men, by the worship of work and of peace and by the love of humanity."

Godin desired to be buried in the pleasure garden of the Society. At the turn of a lonely path on the terrace, from which one sees at a glance all that Familistère which he created, we come upon his tomb standing up with the full light of heaven shining upon it on every side. On one face of the monument is a portrait bust of Godin in bronze; to the right is a moulder in his working dress; on the left a young woman is pointing out the portrait of Godin to a little child whom she carries in her arms; above the bust, a figure symbolical of Immortality seems to spring upwards; on the stone are engraved these words, addressed by Godin to his fellow workers and found among his papers after his death :—

COME TO THIS TOMB
WHEN YOU HAVE NEED TO BE REMINDED
THAT I FOUNDED THE FAMILISTÈRE
FOR BROTHERLY ASSOCIATION AND PARTNERSHIP.
REMAIN UNITED BY THE LOVE OF HUMANITY.
PARDON THE WRONGS WHICH OTHERS DO TO YOU.
HATRED IS THE FRUIT OF EVIL HEARTS :
LET IT NOT ENTER AMONG YOU.
LET THE REMEMBRANCE OF ME BE FOR YOU A BOND
OF BROTHERLY UNITY.
NOTHING IS GOOD OR MERITORIOUS WITHOUT THE LOVE
OF HUMANITY.
PROSPERITY WILL ACCOMPANY YOU IN PROPORTION AS
CONCORD SHALL REIGN AMONG YOU.
BE JUST TOWARDS ALL AND YOU WILL SERVE
AS AN EXAMPLE.

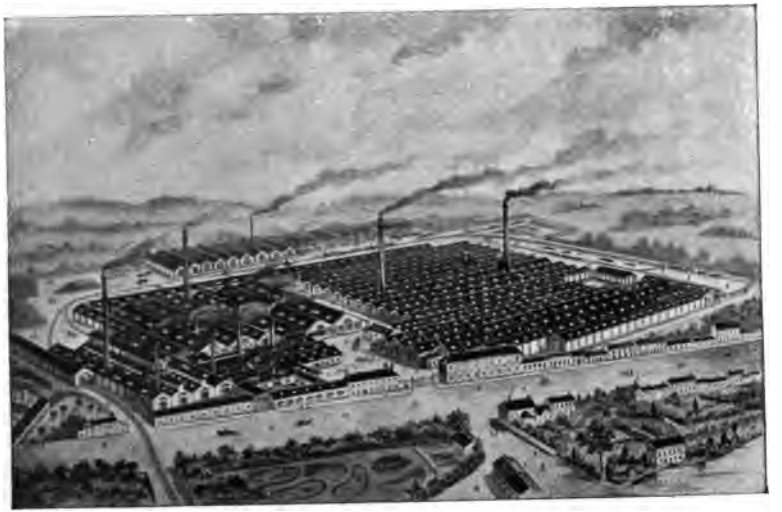
What a lesson are such words, accompanied by the commentary of such a work!

APPENDIX.

Notice to persons desiring to visit the Familistère at Guise.

Guise is served by several branches of the Northern Railway Company of France. Visitors leaving Paris can book direct for Guise either by way of Saint-Quentin or by Laon.

The Familistère forms part of the town of Guise, which has several hotels, whose omnibuses meet all the trains. The Familistère itself has not established any hotel or restaurant. To see in full operation the educational, commercial, and industrial services of the Society visitors must avoid going on a Sunday or a holiday, and if they wish specially to study those institutions which concern the children, they must also avoid going on Thursday afternoon, because the school-children of all ages, except the infants, have holiday then. Visitors who only wish to see the outside of the dwelling and the courts and gardens need no permit; but those who wish to know the details of its organisation, and also see the commercial and industrial departments, must obtain a guide for their visit, and for this purpose must apply to the Managing Director, M. Colin, at the Familistère, Guise (Aisne), France.



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